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on Library Service be called into cöoperation with the prospective committee.

The resolution of the New York Library Employees Union, the reading of which had been previously requested, was then read by the secretary, as follows:

Whereas, The present low and inadequate salaries paid to librarians in the public libraries are due solely to the fact that all of the rank and file in the work are women; and

Whereas, All the highest salaried positions are given to men by the board of trustees; and

Whereas, The present policy of library boards is to remove women from all positions of responsibility and largest financial returns, and replace them with men only, and

Whereas, This discrimination is based on sex, and not on any superiority of intelligence, ability, or knowledge on the part of the men appointed; therefore,

BE IT RESOLVED, That we are against this system of removing women without reason, and are in favor of throwing open all positions in library work, from Librarian of Congress down to that of page, to men and women equally, and for equal pay.

President HADLEY announced that upon examination of the by-laws it appeared that, under a three-fourths vote of those present at any meeting of the American Library Association, the Association could decide to consider and report upon a ques-

tion without previous reference to the Council for report and recommendation.

Mr. WHEELER urged that the Association record action upon the L. E. U. resolution in order to disarm the possible criticism that a small number of persons renders decision upon A. L. A. matters.

Miss TYLER at this point spoke upon the substance of the L. E. U. resolution, and declared that American women librarians are carrying their fair share of responsibility, and they desire the men members of the Association to realize that the women understand the men have no thought of crowding women out of the profession.

Mr. BOWKER followed with an especial protest against the preamble of the resolution, which states that women are discriminated against by boards of trustees.

It was then moved and seconded that the rules of the Association be suspended and that a vote be taken upon the adoption of the resolution of the New York Library Employees Union.

The rules were so suspended.

The question of the adoption of the resolution of the New York Library Employees Union being duly presented, the Association rejected the resolution by a vote of 121 members against one.

There being no further business to come before the Association, the Conference was adjourned *sine die*.

EXECUTIVE BOARD

A meeting of the Executive Board of the American Library Association was held in the New Monterey Hotel, Asbury Park, N. J., Friday afternoon, June 27, 1919.

Present: President Hadley, Misses Doren, Eastman and Tobitt, and Messrs. Hill and Milam; also Secretary Uteley.

Program for Enlarged Service

The following resolution, drawn by a member of the board, was read and unanimously adopted:

Resolved, (1) That the Executive Board recognizes the responsibility of the American Library Association to encourage and promote the development of library service for every man, woman and child in America.

(2) That a committee be appointed to consider the various reports and suggestions concerning the future work of the Association; to prepare an enlarged program of American library service; and to make a report as soon as possible with recommendations—these recommendations to indicate which features of the program are of immediate importance and to be accompanied by definite plans for the inauguration and financing of the work.

(3) That this committee consist of two members of the Executive Board, who shall have power to increase their numbers to five and to appoint advisory subcommittees.

(4) That the committee be known as the Committee on an Enlarged Program for American Library Service.

Committee Appointments

On motion of Dr. Hill it was

Voted, That the president be empowered to appoint the various committees for the ensuing year.

Committee on Importations

Dr. Hill having presented, in writing, his resignation as chairman of the Committee on Importations, it was, on motion by Mr. Milam,

Voted, That the resignation of Dr. Hill as chairman of the Committee on Importations be accepted and that the appointment of his successor be left to the president.

Midwinter Meetings

The question whether or not to hold the customary midwinter meetings (which have been omitted the past two years because of the war) being under consideration, it was, on motion of Mr. Milam,

Voted, That the midwinter meetings be held this coming winter in Chicago.

Meeting Place for 1920

The subject of meeting place for 1920 was informally discussed. The secretary stated that he had received invitations from the Chambers of Commerce in the following cities: Chicago, Cincinnati, Detroit, Kansas City, New York and St. Joseph. It was the sense of the board that no place east of the Allegheny mountains should be considered. Formal action was postponed until a later meeting.

Plans for Library Training

The Association, having referred to the Executive Board for further consideration the plans for a board on library training, as outlined by Dr. C. C. Williamson in his paper read before the Association (see p. 120, the Executive Board took the matter under consideration, Dr. Williamson sitting by invitation with the board to participate in the discussion.

It was, on motion by Mr. Milam,

Voted, That the plan of Dr. C. C. Williamson, set forth in his paper on "Some present-day aspects of library training," be approved in general and referred to the Committee on an Enlarged Program for American Library Service for early consideration and report.

Plans for an International Bibliography of Humanistic Literature

The Council at its meeting on June 26 having voted, after hearing Professor F. J. Teggart's plans for an international bibliography of humanistic literature, that an advisory committee of four be appointed to coöperate with the American Association of University Professors in supervising the preparation and publication of the bibliography, the Executive Board expressed its approval of this action and

Voted, That the subject be referred to the president for action.

Rate for Rural Delivery of Books

A communication having been received from Mr. A. L. Spencer, Greenwood, N. Y., requesting the Executive Board to endorse for the third time a plan for a cheaper local rate over rural delivery lines for public library books, it was

Voted, That the Executive Board of the American Library Association for the third time endorses the plan of a local flat rate over the rural delivery lines for public library books, the present parcels post rate in the local zone, while most favorable for commercial parcels, having been found inapplicable for this great educational use; and that it strongly recommends that this plan be fully considered by the postal authorities at Washington at the earliest convenient time.

Supplementary Budget

The Secretary presented a supplementary budget in the sum of \$1,383.65, which had been approved by the Finance Committee, and upon his recommendation it was voted that the funds be applied to the following appropriation heads:

Bulletin	\$ 300.00
Conference	50.00
Additional services	250.00
Supplies	250.00
Postage, telephone, etc.	250.00
Miscellaneous	50.00
Contingencies	83.65
Travel	150.00

Total\$1,383.65

On motion of Mr. Milam, it was

Voted, That the secretary be authorized to transfer money from one appropriation head to another in the budget at his own discretion.

Coöperative Bookbuying

The Association having requested the Executive Board to appoint a committee of five to consider the subject of coöperative bookbuying and to report to the Association, it was, on motion of Mr. Milam,

Voted, That the president of the Association be empowered to appoint a committee of five to consider the subject of coöperative bookbuying, and that this committee be instructed to make at least a preliminary report as promptly as possible in order that it may be considered by the Committee on an Enlarged Program for American Library Service.

Revision of Constitution

The Association having voted that the Executive Board be instructed to bring in a form of constitution to the Association a year hence, it was, on motion of Mr. Milam,

Voted, That the president, secretary, and retiring president of the Association be appointed a committee of three to make recommendations concerning a revised constitution for the American Library Association, and that this committee make a preliminary draft in time to present it to

the Executive Board at its midwinter meeting.

Definition of Librarianship and Statement as to Appropriate Salaries

The Association having recommended that the Committee of Five on Library Service and a special committee to be appointed by the Executive Board present to the Joint Commission on Reclassification their views on the work of librarians and on the salaries appropriate to the various library positions in the Federal and District of Columbia Governments, it was

Voted, That the Committee of Five on Library Service be instructed to coöperate with the Committee of the District of Columbia Library Association in presenting to the Joint Commission of Congress on Reclassification a statement as to the work of librarianship and as to the salaries which are appropriate for various library positions in the Federal and District of Columbia Governments.

Next Meeting of Board

Voted, That when the Executive Board shall adjourn it adjourn to meet not later than the September next meeting of the New York Library Association.

There being no further business, the Board adjourned.

COUNCIL

FIRST SESSION

The Council met on Tuesday afternoon, June 24.

The meeting was called to order by President Bishop, who announced as the subject for discussion, "Shall a permanent endowment be undertaken for peace time work of the A. L. A.?" The president stated that three five-minute talks would first be heard, upon "The need for taking advantage of our war time opportunities," and called upon Mr. J. I. Wyer, Jr., director of the New York State Library, who spoke as follows:

I will tell you in advance, that you may be assured of the impartial character of my five-minute contribution, that no questions have been asked of me as to which side I would be on, and I don't know whether the other five-minute speakers are

affirmative or negative; nothing has been said. I have been spending a good deal of time, listening right and left, and asking questions, to discover whether there were objections to or approvals of this endowment plan, and I have heard a good many things, and have made up my mind; my mind is this, that I am in favor of it first, last, and all the time. I have seen in the report of the committee of which Mr. Brown is chairman, and in the program, and other places, lists of activities that the Association might well engage in if it had the funds. I may not approve of all of those items there set down, and I may feel that some are far more important than others. That is my opinion. But there can be a program, necessary, wise, imperative, almost, if the American Library Association is to fill its proper niche in the development of the spiritual things of this country; there can be such a program that will, I am sure, be approved by